

## CHAPTER 197

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**LABOR AND INDUSTRY**


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**HOUSE BILL 23-1212**

BY REPRESENTATIVE(S) Hamrick and Lieder, Bacon, Bird, Boesenecker, deGruy Kennedy, Dickson, Duran, English, Froelich, Garcia, Gonzales-Gutierrez, Herod, Joseph, Kipp, Lindsay, Lindstedt, Lukens, Mabrey, Marshall, Martinez, McLachlan, Michaelson Jenet, Parenti, Sharbini, Sirota, Snyder, Story, Titone, Velasco, Vigil, Weissman, Woodrow, Young, McCluskie, Amabile, Brown, Ortiz, Ricks, Valdez, Willford;  
also SENATOR(S) Kolker and Danielson, Bridges, Cutter, Exum, Gonzales, Hansen, Hinrichsen, Jaquez Lewis, Marchman, Mullica, Priola, Roberts, Rodriguez, Sullivan, Winter F.

**AN ACT**

**CONCERNING THE CREATION OF A NAVIGATOR PROGRAM TO PROMOTE APPRENTICESHIPS TO HIGH SCHOOL STUDENTS, AND, IN CONNECTION THEREWITH, MAKING AN APPROPRIATION.**

*Be it enacted by the General Assembly of the State of Colorado:*

**SECTION 1.** In Colorado Revised Statutes, **add** part 8 to article 83 of title 8 as follows:

**PART 8**  
**APPRENTICESHIP NAVIGATOR PILOT PROGRAM**

**8-83-801. Definitions.** AS USED IN THIS PART 8, UNLESS THE CONTEXT OTHERWISE REQUIRES:

(1) "DEPARTMENT" MEANS THE DEPARTMENT OF LABOR AND EMPLOYMENT CREATED IN SECTION 24-1-121.

(2) "OFFICE" MEANS THE OFFICE OF FUTURE OF WORK CREATED IN SECTION 8-15.8-103.

(3) "PROGRAM" MEANS THE APPRENTICESHIP NAVIGATOR PILOT PROGRAM CREATED BY THE OFFICE OF FUTURE OF WORK IN SECTION 8-83-802.

(4) "RURAL SCHOOL DISTRICT" MEANS A SCHOOL DISTRICT THAT THE DEPARTMENT OF EDUCATION DETERMINES IS RURAL, BASED ON THE GEOGRAPHIC

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*Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.*

SIZE OF THE SCHOOL DISTRICT AND THE DISTANCE OF THE SCHOOL DISTRICT FROM THE NEAREST LARGE, URBANIZED AREA.

(5) "SCHOOL DISTRICT" MEANS A SCHOOL DISTRICT AUTHORIZED BY SECTION 15 OF ARTICLE IX OF THE STATE CONSTITUTION AND ORGANIZED PURSUANT TO ARTICLE 30 OF TITLE 22. "SCHOOL DISTRICT" ALSO INCLUDES A BOARD OF COOPERATIVE SERVICES CREATED PURSUANT TO ARTICLE 5 OF TITLE 22 IF IT IS OPERATING A PUBLIC HIGH SCHOOL AND INCLUDES THE STATE CHARTER SCHOOL INSTITUTE ESTABLISHED IN SECTION 22-30.5-503.

**8-83-802. Apprenticeship navigator pilot program - navigator positions - report.** (1) ON OR BEFORE JANUARY 1, 2024, THE OFFICE SHALL CREATE A TWO-YEAR APPRENTICESHIP NAVIGATOR PILOT PROGRAM. THE PURPOSE OF THE PROGRAM IS TO INCREASE AWARENESS OF REGISTERED APPRENTICESHIP PROGRAMS AMONG GRADUATING HIGH SCHOOL STUDENTS AND TO INCREASE PARTICIPATION BY INDIVIDUALS WHO ARE EIGHTEEN YEARS OF AGE AND OLDER BUT UNDER TWENTY-SIX YEARS OF AGE IN REGISTERED APPRENTICESHIP PROGRAMS.

(2) (a) THE OFFICE SHALL CREATE TWO APPRENTICESHIP NAVIGATOR POSITIONS WITHIN THE PROGRAM AS FOLLOWS:

(I) ONE APPRENTICESHIP NAVIGATOR MUST BE ASSIGNED TO A RURAL SCHOOL DISTRICT, TO BE SELECTED BY THE OFFICE, THAT DOES NOT HAVE AN ESTABLISHED PUBLIC OR PRIVATE APPRENTICESHIP NAVIGATOR POSITION; AND

(II) ONE APPRENTICESHIP NAVIGATOR MUST BE ASSIGNED TO A SCHOOL DISTRICT THAT IS NOT A RURAL SCHOOL DISTRICT, TO BE SELECTED BY THE OFFICE, THAT DOES NOT HAVE AN ESTABLISHED PUBLIC OR PRIVATE APPRENTICESHIP NAVIGATOR POSITION.

(b) EACH APPRENTICESHIP NAVIGATOR IS A FULL-TIME EMPLOYEE OF THE OFFICE.

(3) THE NAVIGATORS SHALL:

(a) DEVELOP INFORMATIONAL MATERIALS REGARDING REGISTERED APPRENTICESHIP PROGRAMS TO DISTRIBUTE TO STUDENTS, PARENTS, AND SCHOOL STAFF;

(b) HOLD EVENTS FOR PARENTS AND HIGH SCHOOL STUDENTS IN THE NAVIGATOR'S ASSIGNED SCHOOL DISTRICT TO RAISE AWARENESS ABOUT REGISTERED APPRENTICESHIP PROGRAM OPPORTUNITIES.

(4) TO FURTHER THE PURPOSE OF THE PROGRAM, THE OFFICE SHALL:

(a) UTILIZING THE COLORADO STATE APPRENTICESHIP RESOURCE DIRECTORY ESTABLISHED PURSUANT TO SECTION 8-83-308, CREATE AND MAINTAIN ON THE OFFICE'S PUBLIC WEBSITE A JOB BOARD FOR APPRENTICESHIPS AND QUALITY PREAPPRENTICESHIPS THAT IS MARKETED TOWARD AND ACCESSIBLE TO HIGH SCHOOL STUDENTS; AND

(b) EXPLORE WAYS TO INCORPORATE REGISTERED APPRENTICESHIP PROGRAMS INTO THE STATE'S CAREER PLANNING TOOLS, INCLUDING THE DEPARTMENT OF EDUCATION'S INDIVIDUAL CAREER AND ACADEMIC PLANS GOVERNED BY RULES ESTABLISHED BY THE STATE BOARD OF EDUCATION CREATED AND EXISTING PURSUANT TO SECTION 1 OF ARTICLE IX OF THE STATE CONSTITUTION AND THE MY COLORADO JOURNEY PLATFORM ADMINISTERED BY THE STATE WORK FORCE DEVELOPMENT COUNCIL CREATED IN SECTION 24-46.3-101.

(5) UPON COMPLETION OF THE PROGRAM, THE DEPARTMENT SHALL PROVIDE A DETAILED REPORT OF THE DIRECT AND INDIRECT COSTS FOR THE OPERATION AND ADMINISTRATION OF THE PROGRAM TO THE HOUSE OF REPRESENTATIVES EDUCATION COMMITTEE AND THE SENATE EDUCATION COMMITTEE, OR THEIR SUCCESSOR COMMITTEES, TO ALLOW THE GENERAL ASSEMBLY TO EVALUATE THE EFFICACY OF THE PROGRAM AND ITS POTENTIAL FOR BROADER APPLICATION IN THE STATE.

**8-83-803. Rules.** THE DEPARTMENT MAY PROMULGATE RULES AS NECESSARY TO IMPLEMENT THIS PART 8.

**8-83-804. Repeal of part.** THIS PART 8 IS REPEALED, EFFECTIVE JANUARY 1, 2027.

**SECTION 2.** In Colorado Revised Statutes, 22-2-136, **amend** (1) as follows:

**22-2-136. Additional duty - state board - individual career and academic plans - standards - rules.** (1) (a) ~~On or before February 1, 2010,~~ The state board shall promulgate rules pursuant to the "State Administrative Procedure Act", article 4 of title 24, to establish standards for individual career and academic plans for students enrolled in the public schools in the state.

(b) An individual career and academic plan must be designed to assist a student and the student's parent or legal guardian in exploring the postsecondary career and educational opportunities available to the student, INCLUDING APPRENTICESHIP PROGRAMS REGISTERED THROUGH THE UNITED STATES DEPARTMENT OF LABOR'S OFFICE OF APPRENTICESHIP OR A STATE APPRENTICESHIP AGENCY RECOGNIZED BY THAT OFFICE; aligning course work and curriculum; applying to postsecondary education institutions; securing financial aid; and ultimately entering the workforce. As part of the process of establishing the individual career and academic plan, the student and the student's parents must be made aware of the importance of completing the free application for federal student aid or the Colorado application for state financial aid, or successor forms for accessing federal and state financial aid, and be provided help in completing the forms, if requested.

**SECTION 3. Appropriation.** (1) For the 2023-24 state fiscal year, \$342,638 is appropriated to the department of labor and employment for use by the executive director's office. This appropriation is from the general fund. To implement this act, the department may use this appropriation for the office of future of work, which amount is based on an assumption that the office will require an additional 1.9 FTE. Any money appropriated in this section not expended prior to July 1, 2024, is further appropriated to the department for the 2024-25 state fiscal year for the same purpose.

(2) For the 2023-24 state fiscal year, \$44,000 is appropriated to the department of education. This appropriation is from the general fund. To implement this act, the department may use this appropriation for preschool to postsecondary education alignment. Any money appropriated in this section not expended prior to July 1, 2024, is further appropriated to the department for the 2024-25 state fiscal year for the same purpose.

**SECTION 4. Act subject to petition - effective date.** This act takes effect at 12:01 a.m. on the day following the expiration of the ninety-day period after final adjournment of the general assembly; except that, if a referendum petition is filed pursuant to section 1 (3) of article V of the state constitution against this act or an item, section, or part of this act within such period, then the act, item, section, or part will not take effect unless approved by the people at the general election to be held in November 2024 and, in such case, will take effect on the date of the official declaration of the vote thereon by the governor.

Approved: May 16, 2023